

**EXHIBIT 27**  
**FILED UNDER SEAL**



## Offer Development Overview

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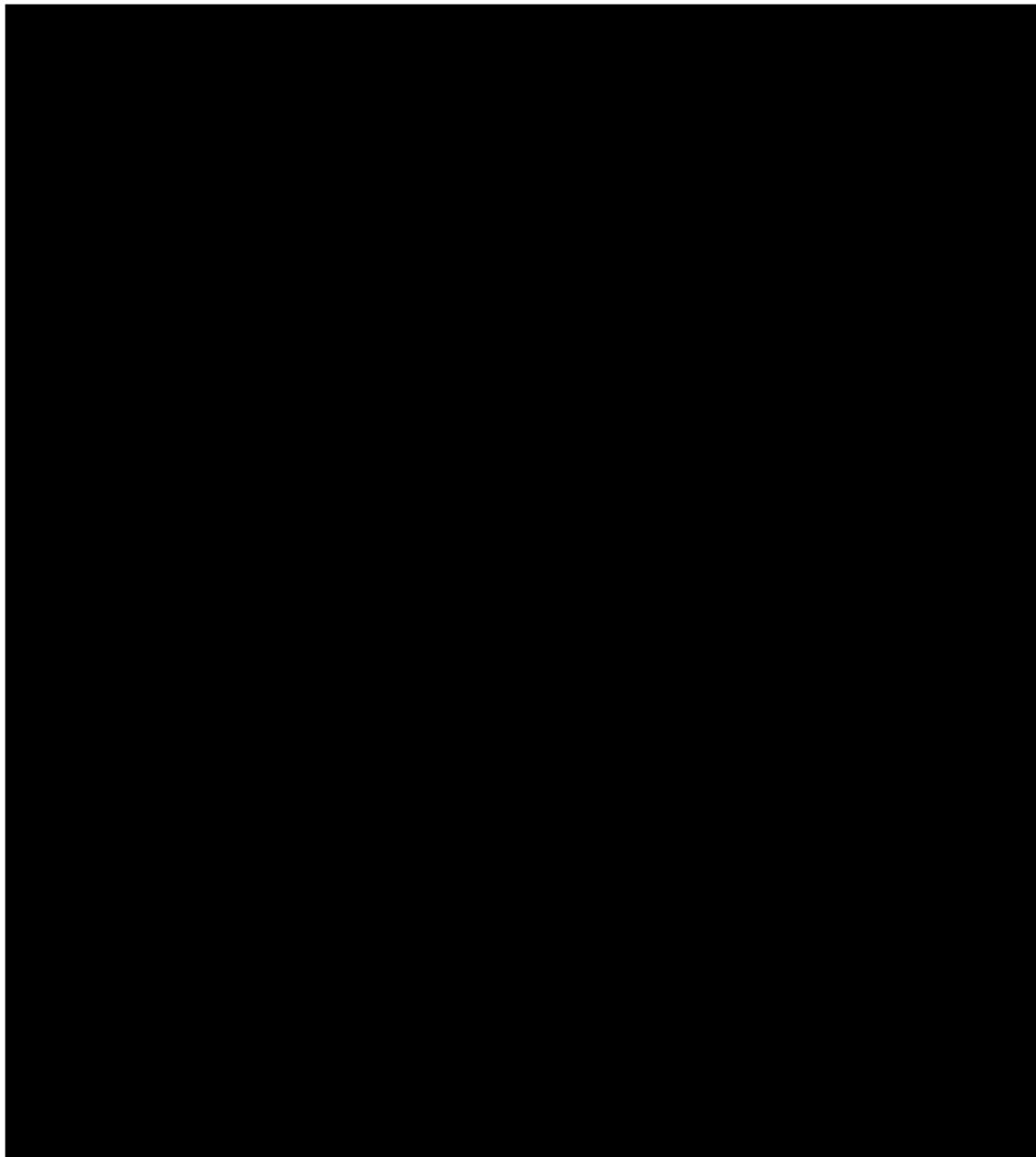
## ● | Topics

- Jobs at Intel
  - Exempt vs. Nonexempt
  - Administrative vs. Technical
  - Grade Level and Leveling Factors
  - Job Codes
- Offer Development
  - Grade level
  - Comparables
  - Internal Equity and Performance Expectations
  - Preliminary Offer
  - New Hire Offers
  - Current Applicant Compensation
  - Tools and Support

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Jobs at Intel

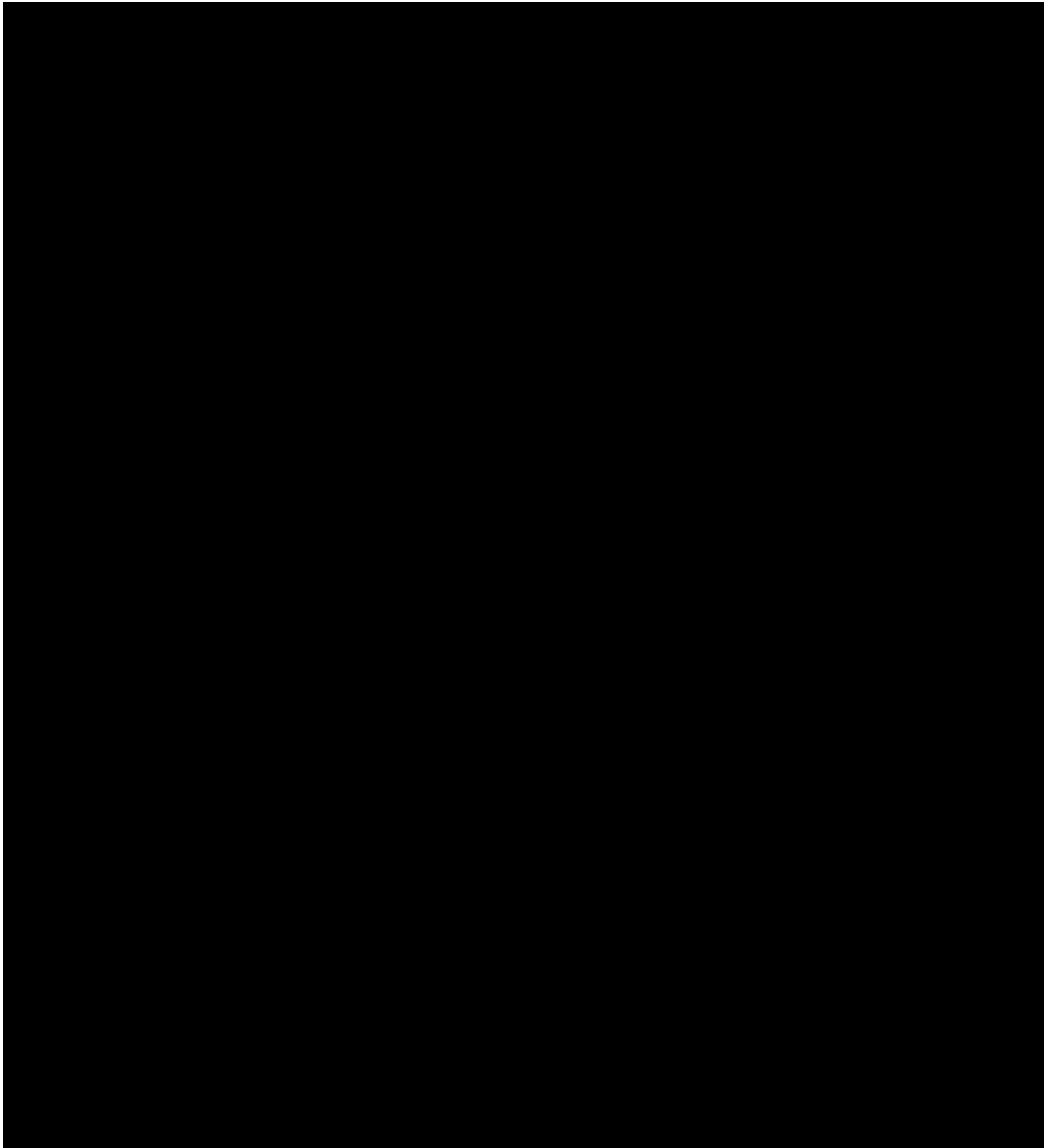


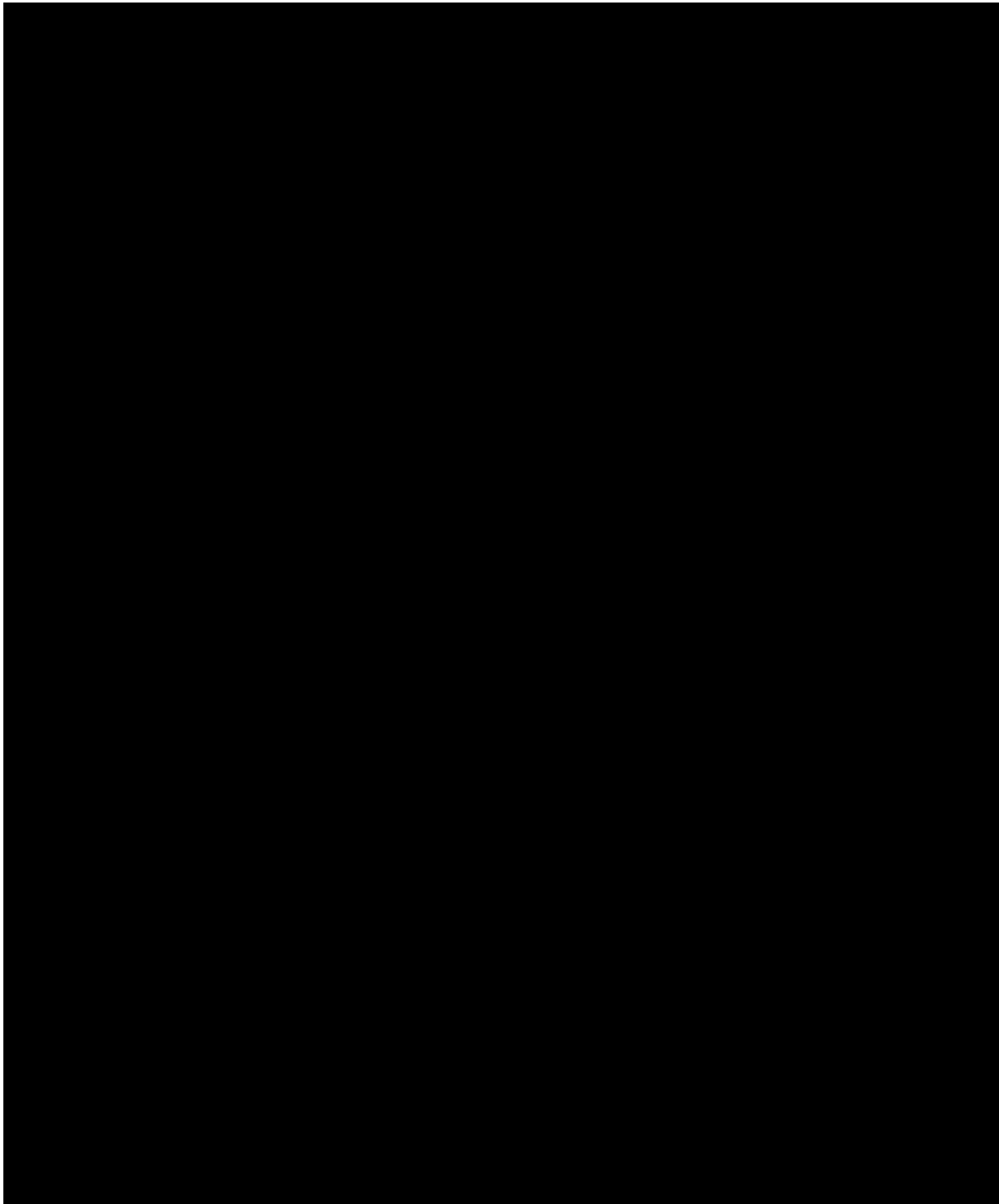


## Administrative vs Technical Jobs

- Administrative jobs include Human Resources, Finance, Legal, Production Control, Materials, Logistics, and Purchasing
- Technical jobs include Engineering, Production Supervisors, Programmer/Analysts, and Product Marketing
- Administrative versus Technical jobs are determined by the nature of the job, not the business group in which it is embedded.

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## ● ■ ■ | Leveling Factors

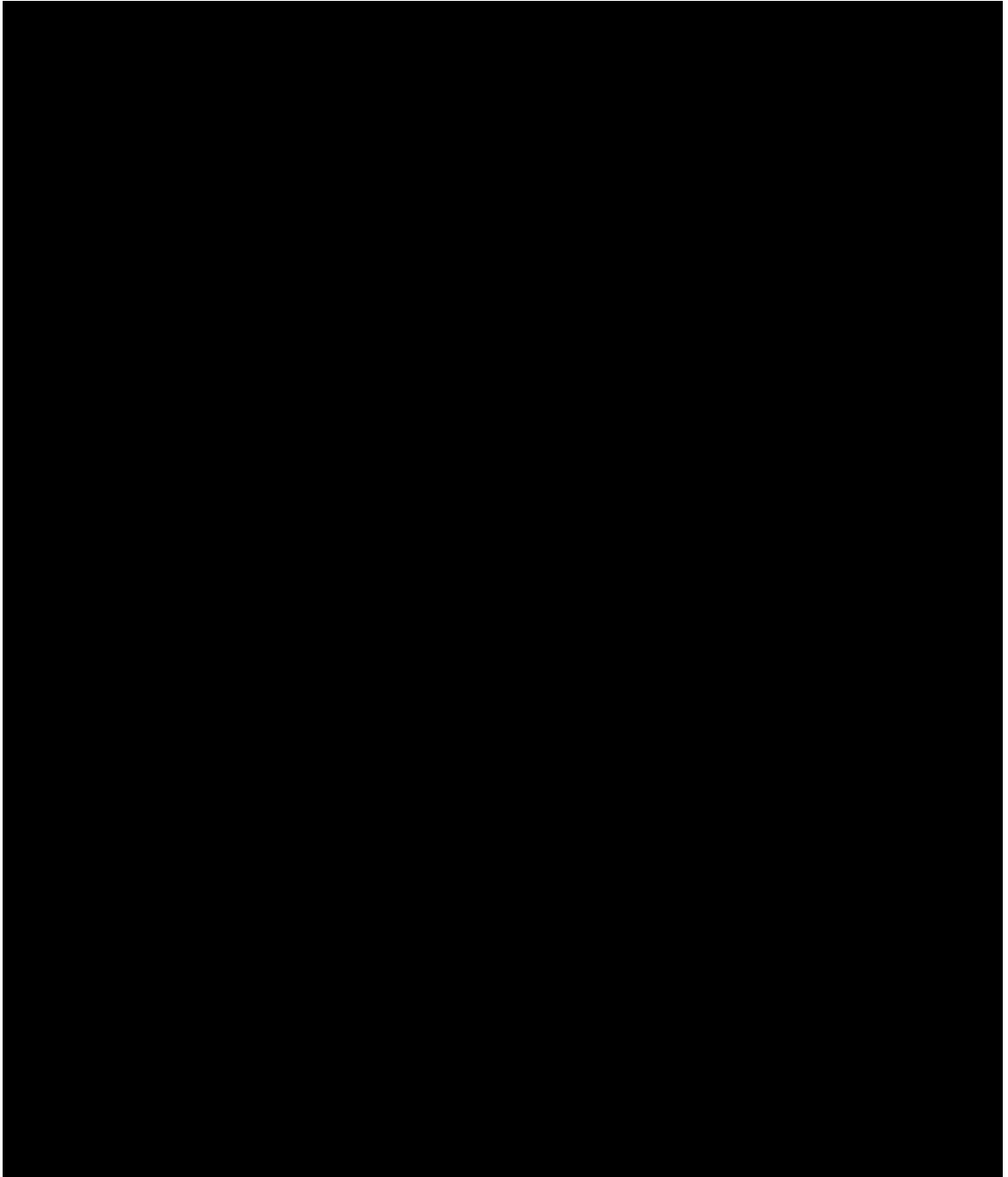
### ○ Individual Contributors

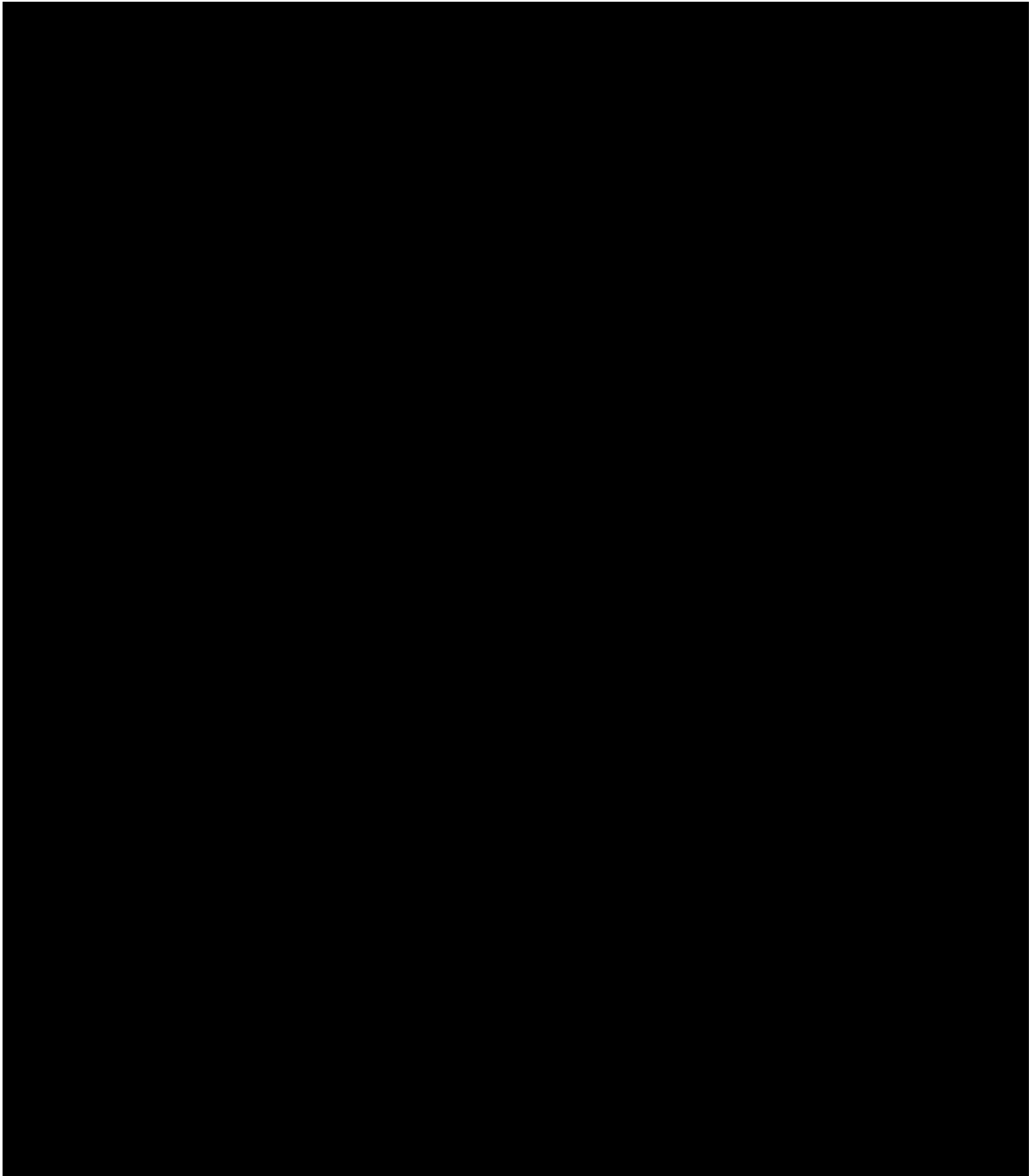
- Knowledge and Skills
- Work Planning and Direction Received
- Problem Solving
- Degree of Impact
- Contacts
- Education & Experience

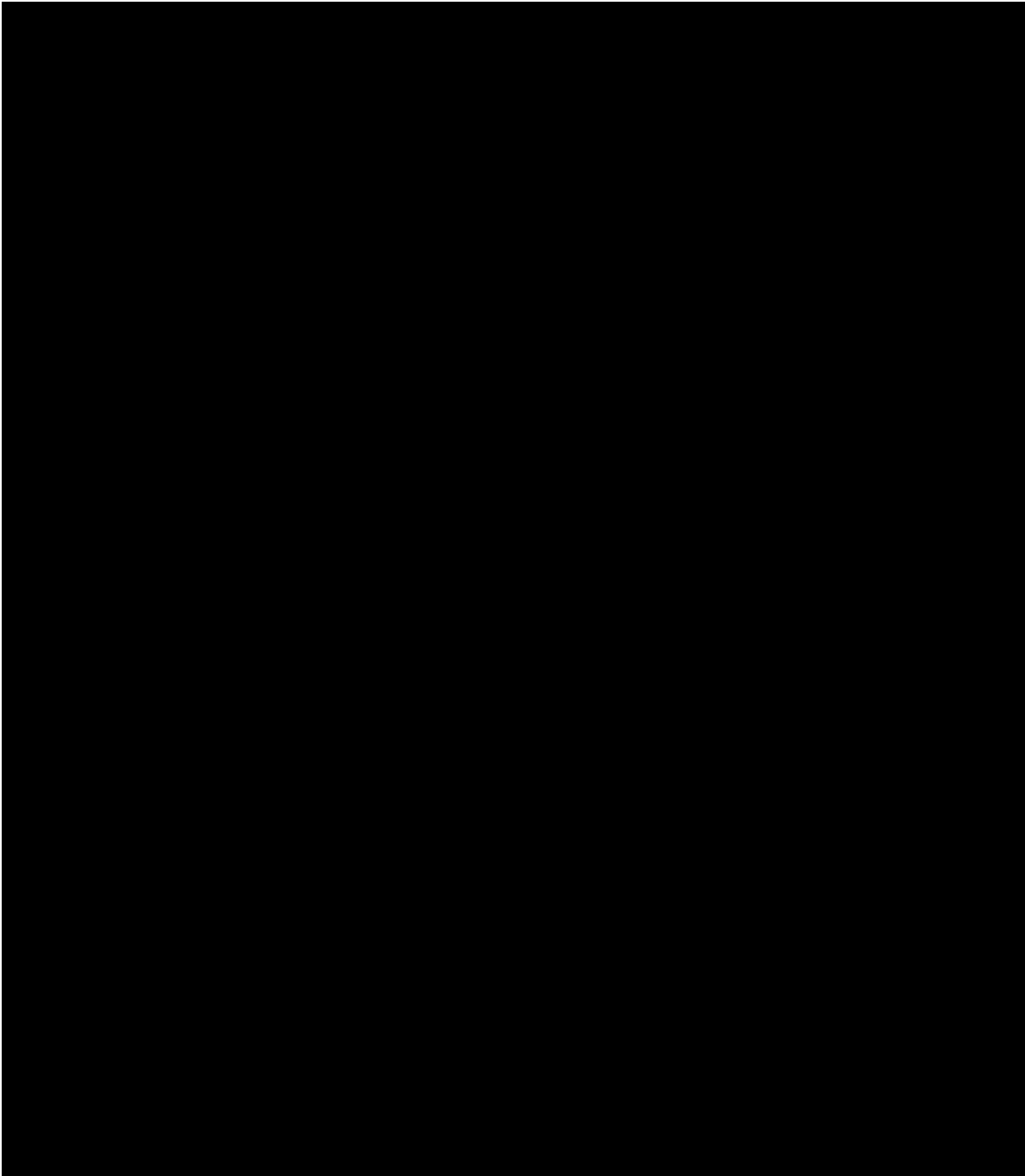
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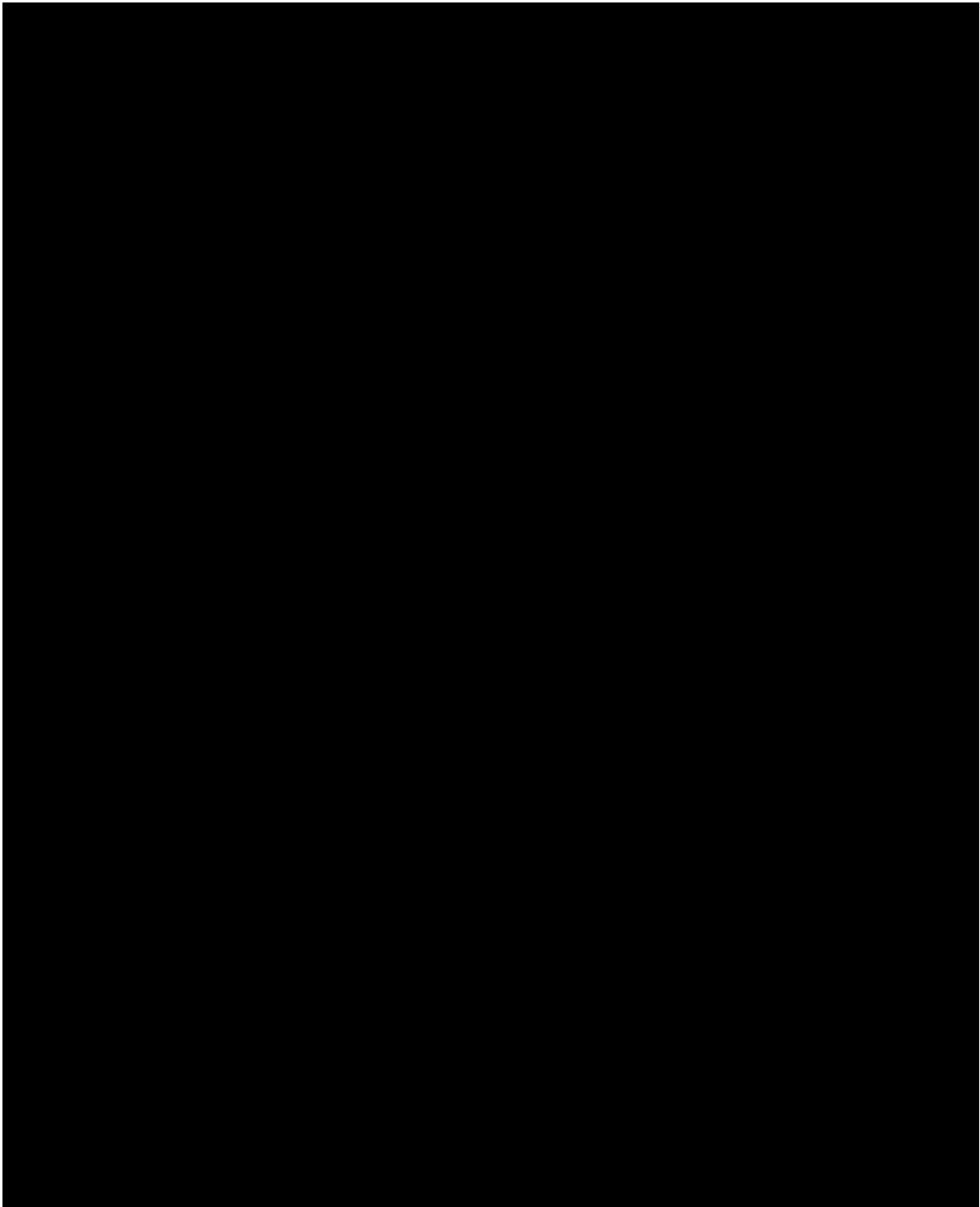
### ○ Managers

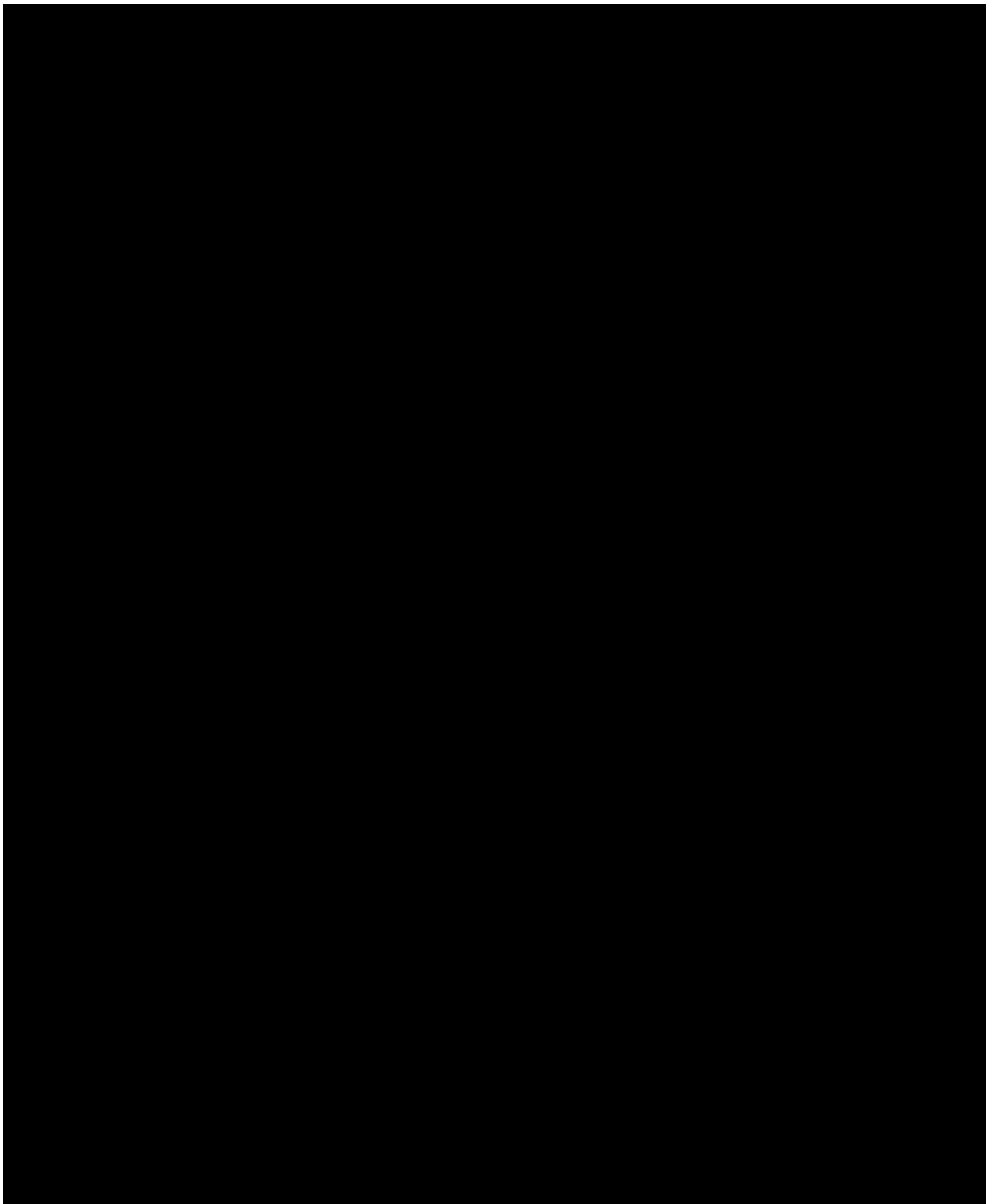
- Knowledge and Skills
- Scope
- Supervisions
- Degree of Impact
- Contacts
- Education & Experience

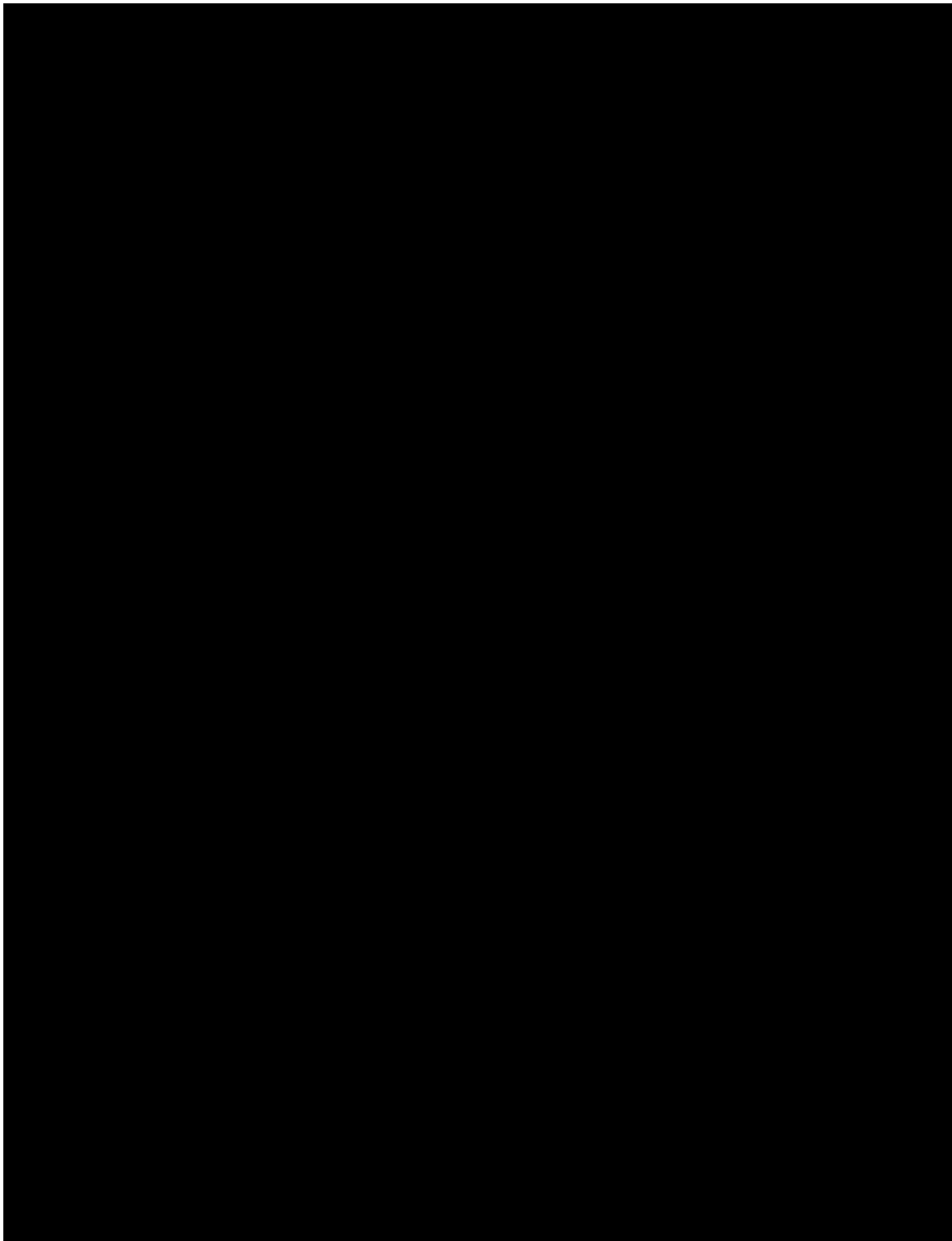


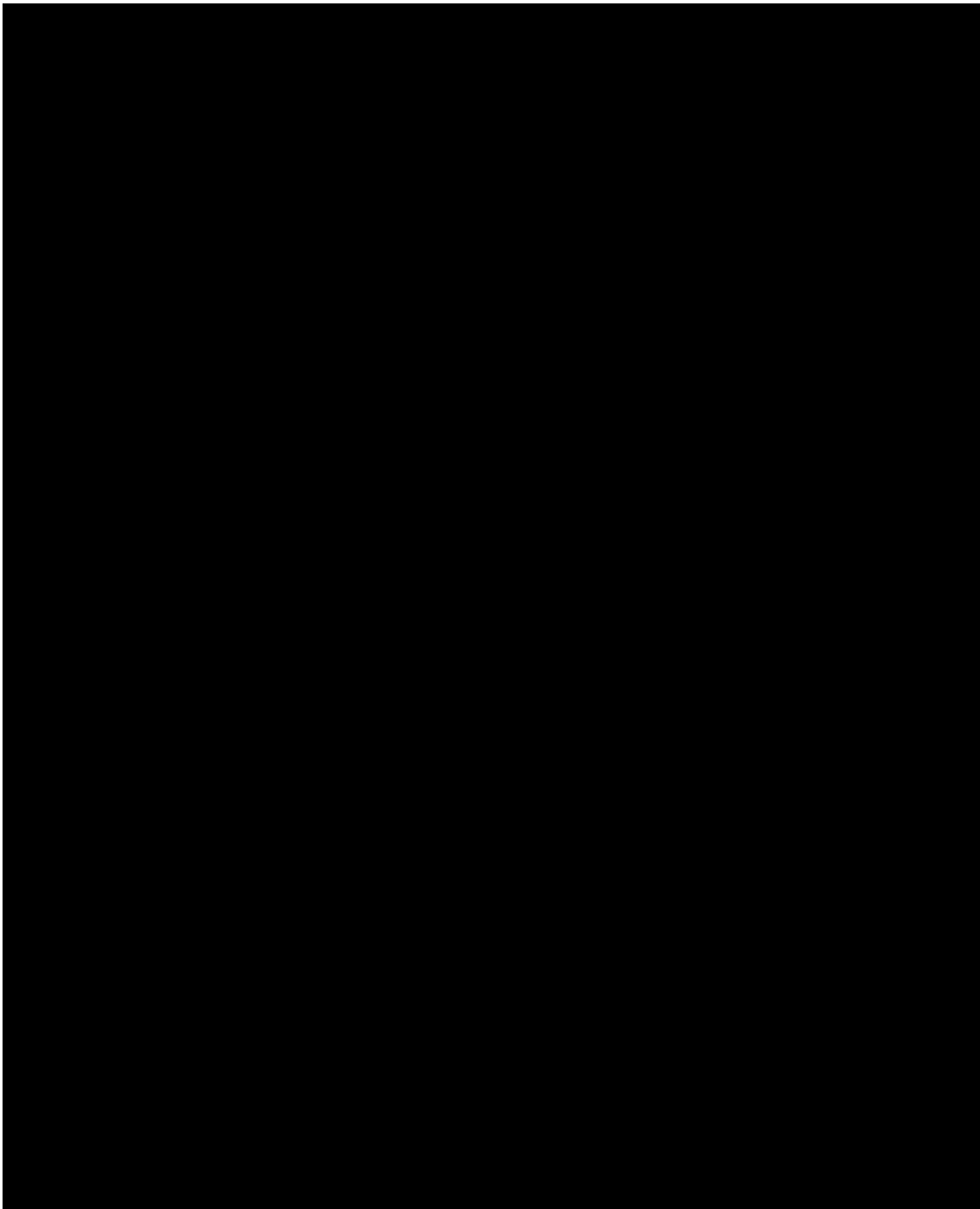




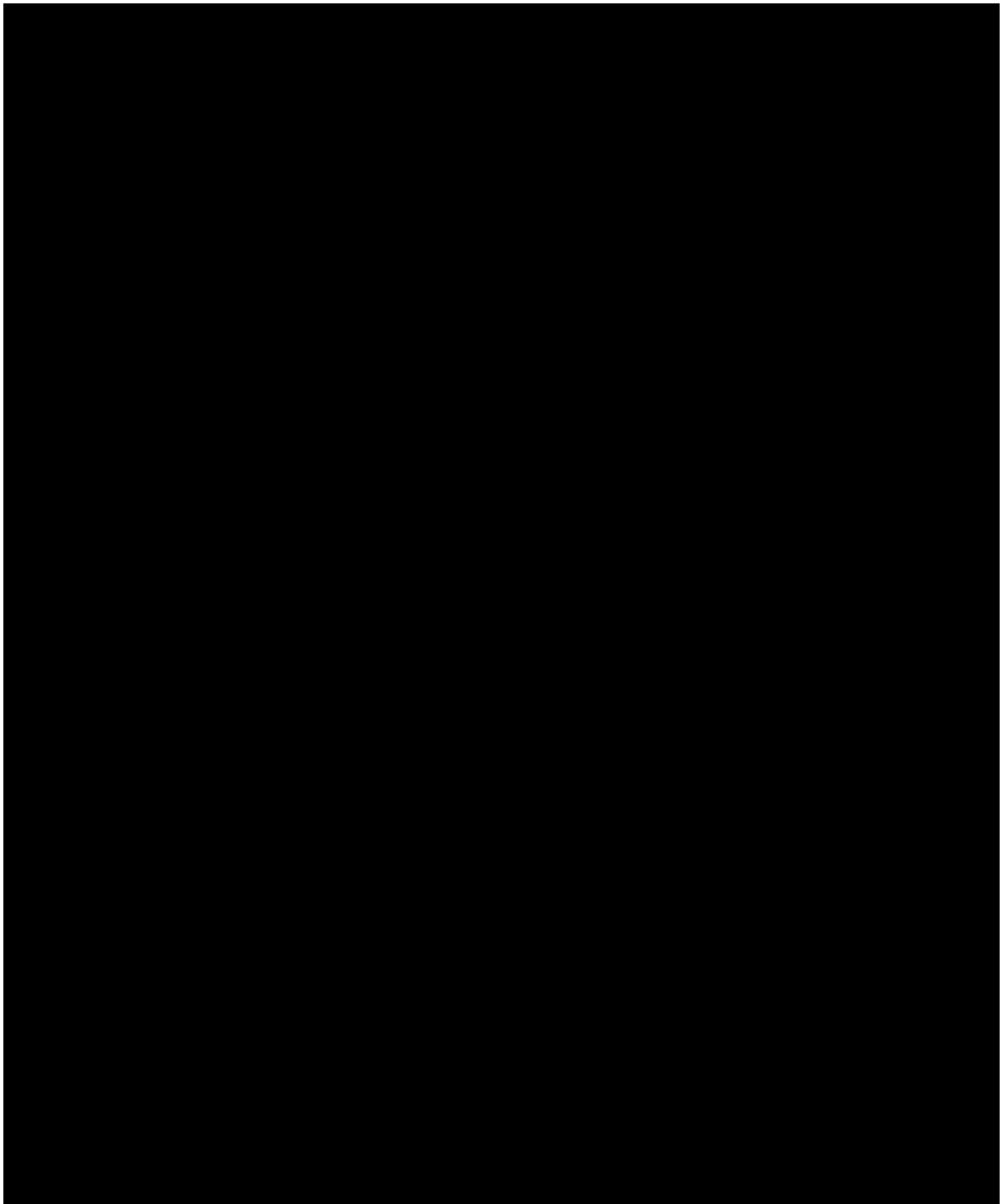














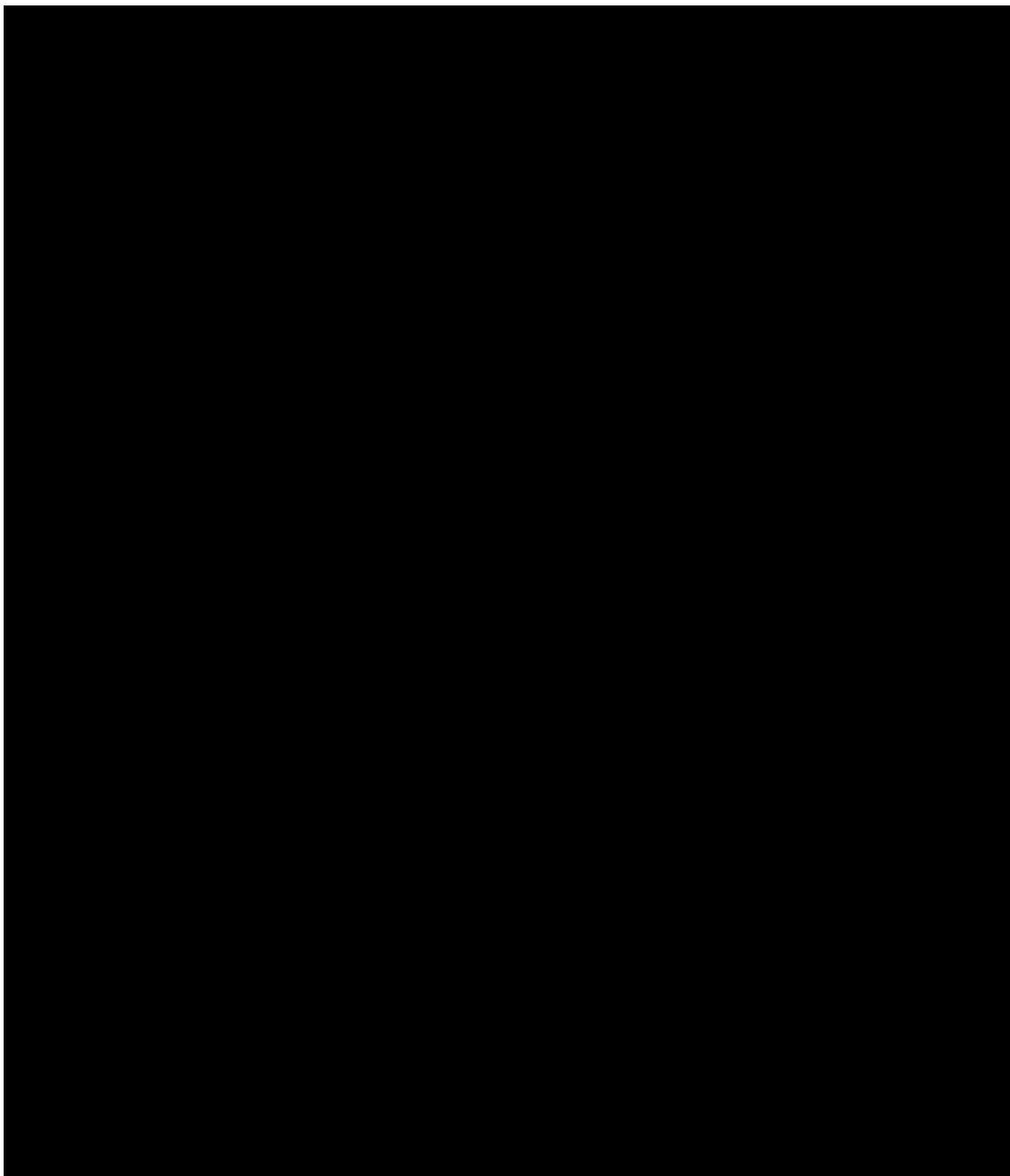
## Offer Development

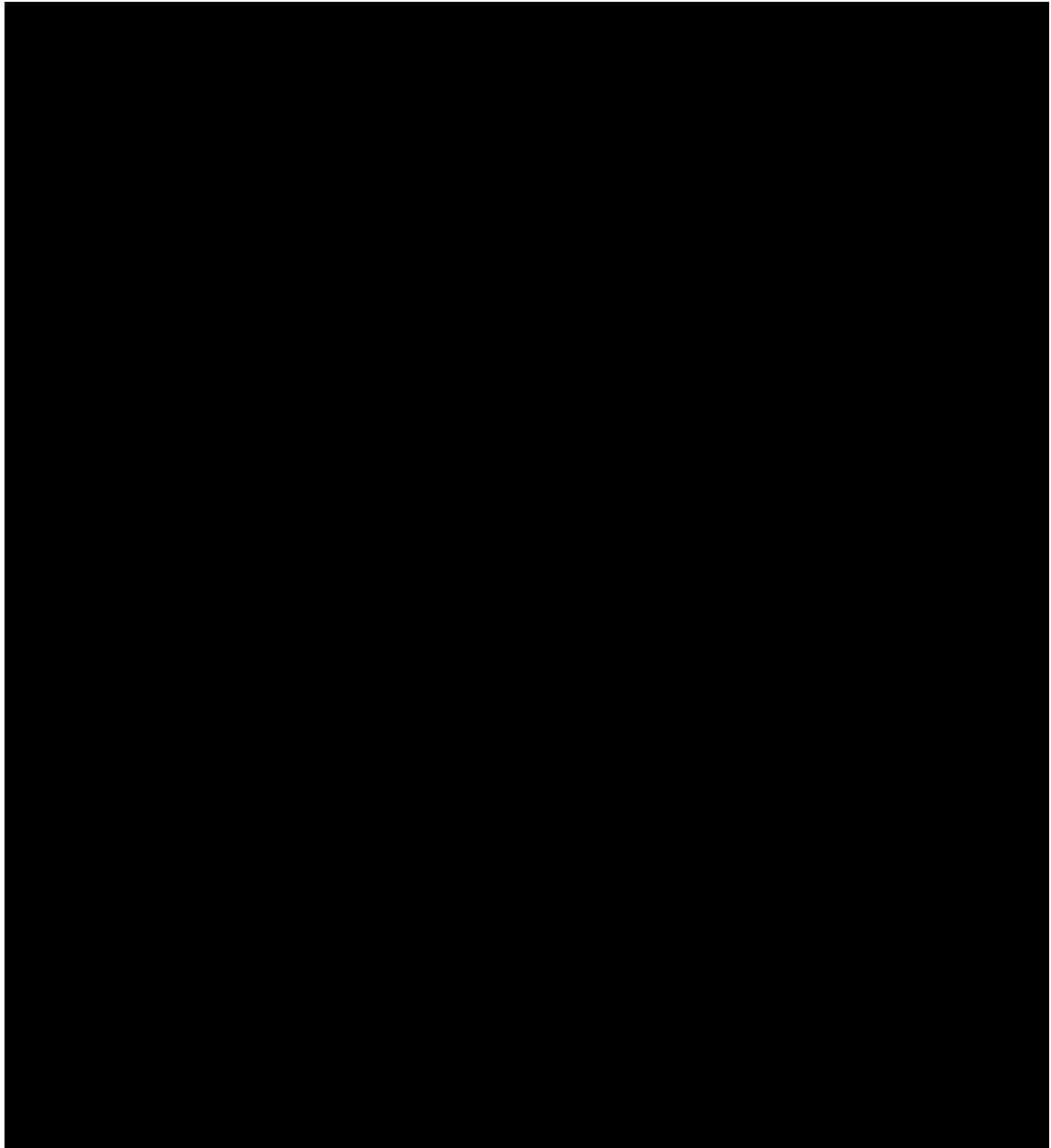
## Philosophy Statement

- Staffing works to develop and extend the best possible offer; one that fully comprehends the candidate's position, market competitiveness, and internal equity.

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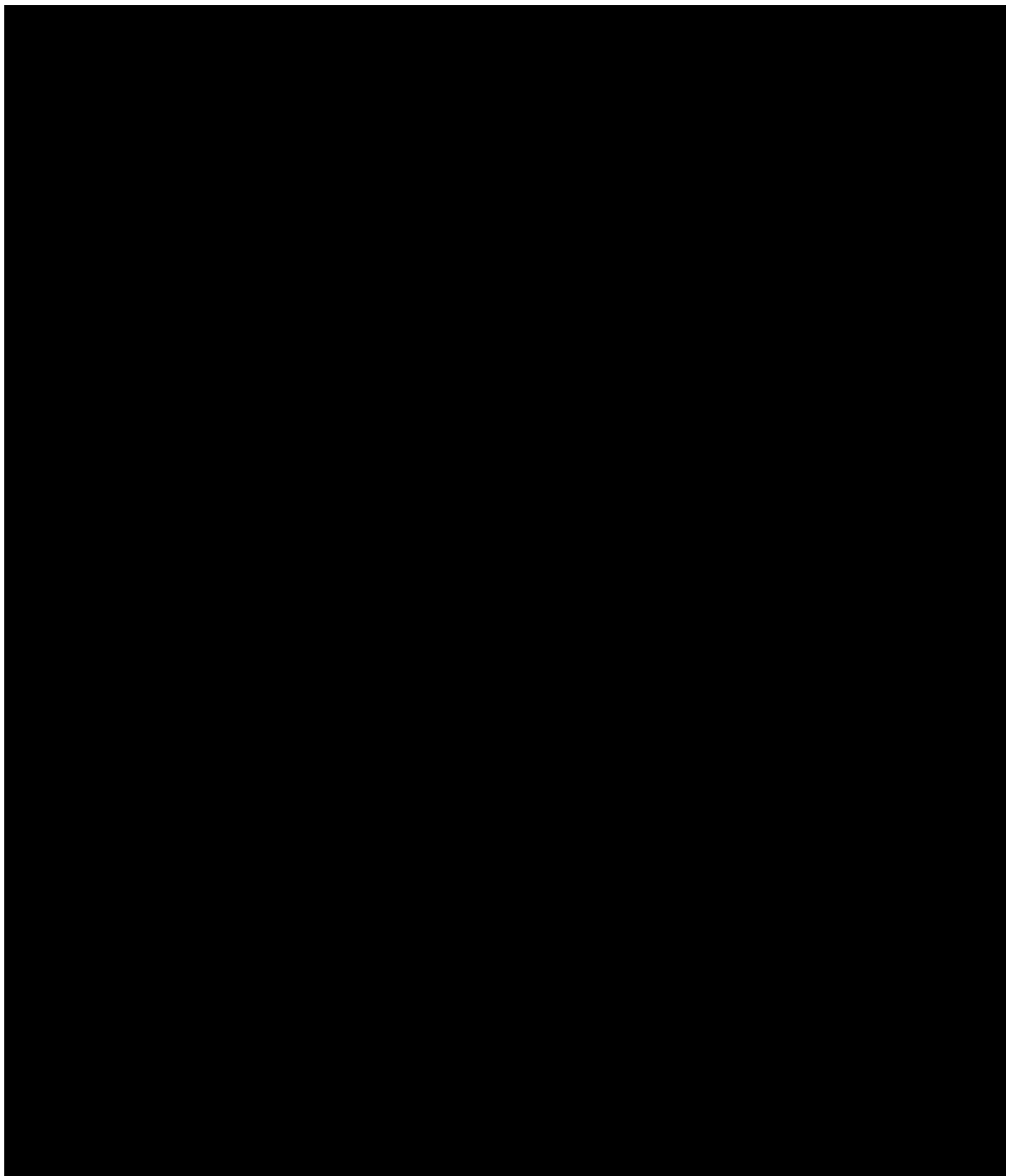


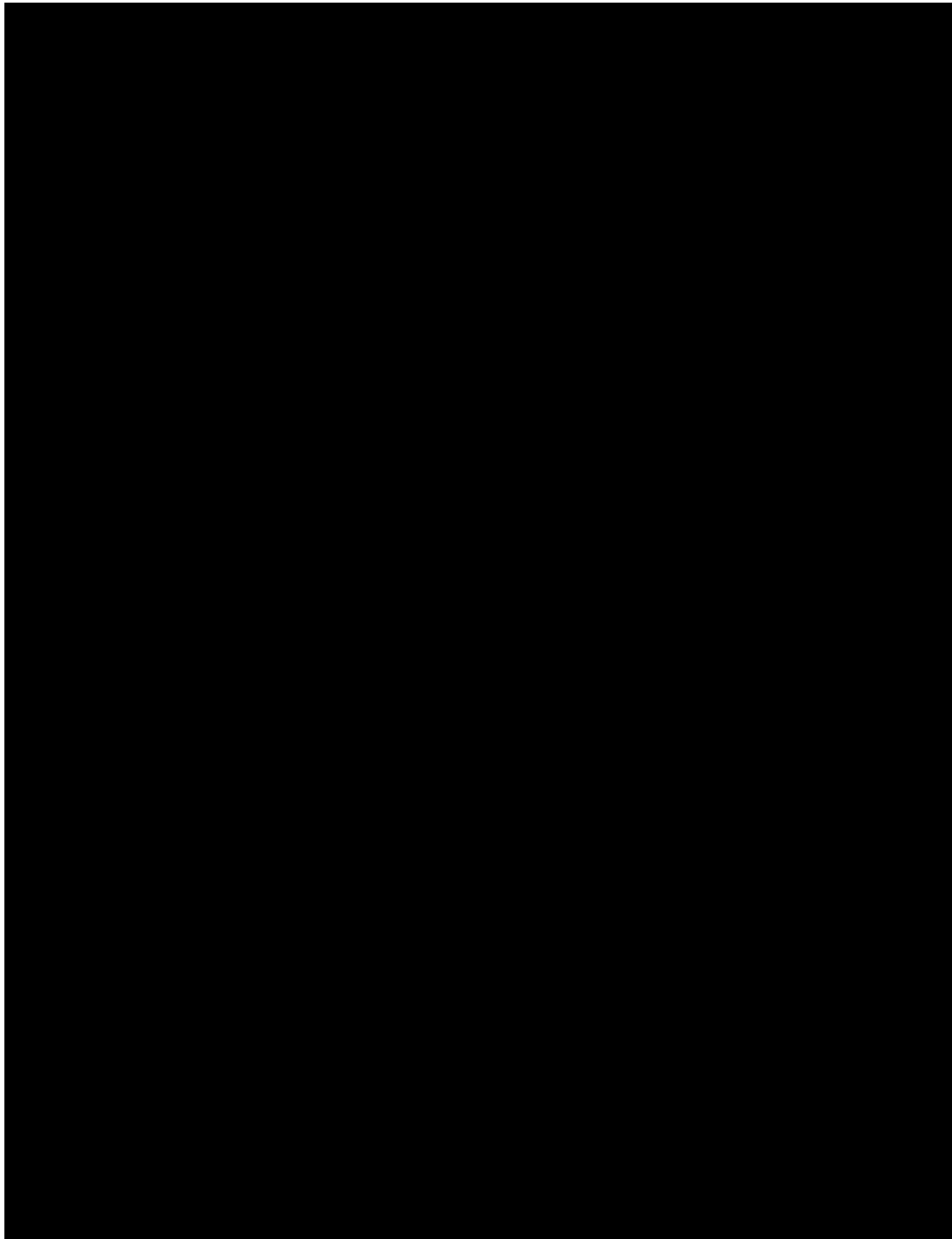


## Internal Equity & Performance Expectations

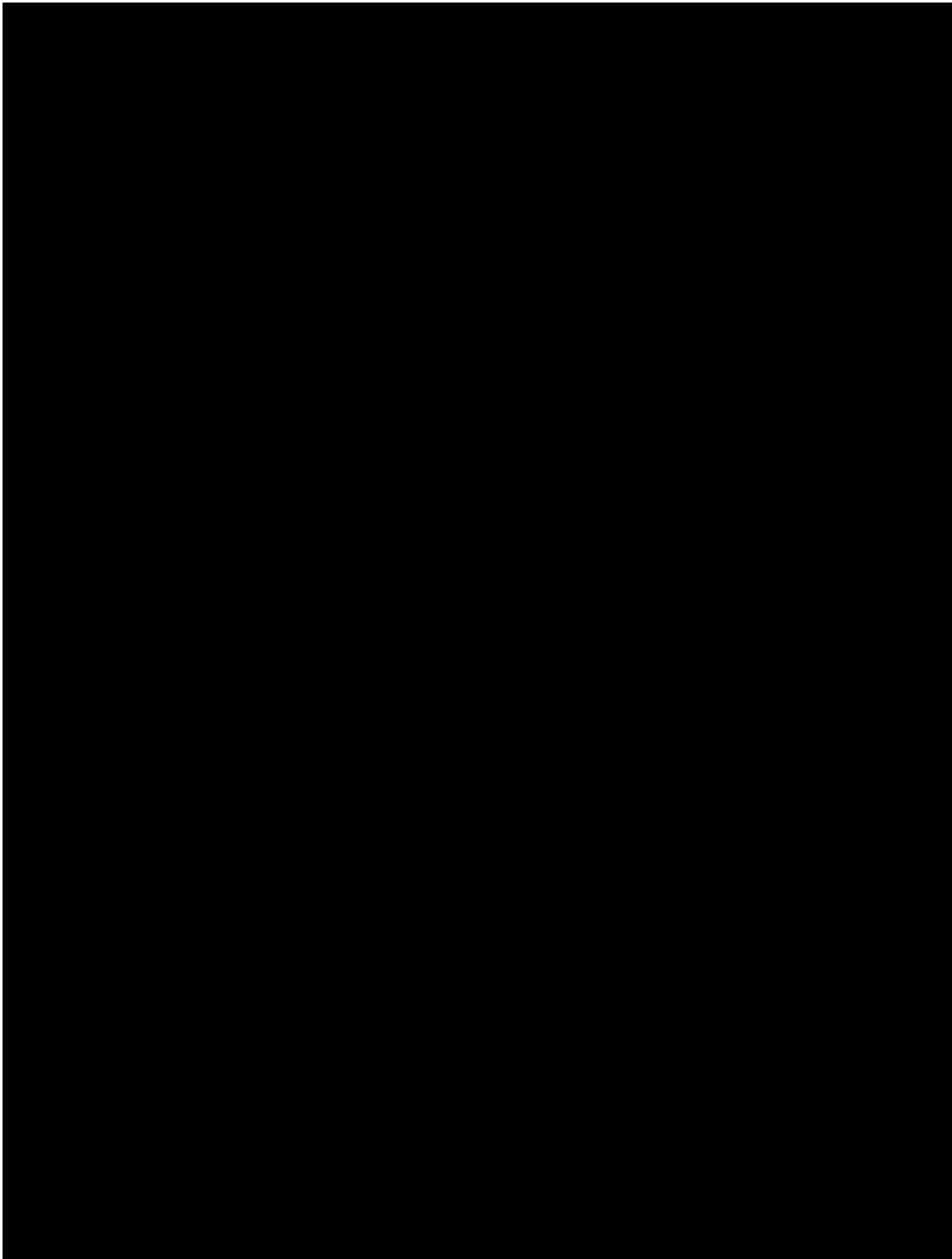
- Manager looks within own department
- How do backgrounds compare?
- How do expertise and skills compare?
- Where would the manager rank this person within their department based on their expectation of the applicant's contribution and job performance?
- Slot the applicant within the current employees in the group

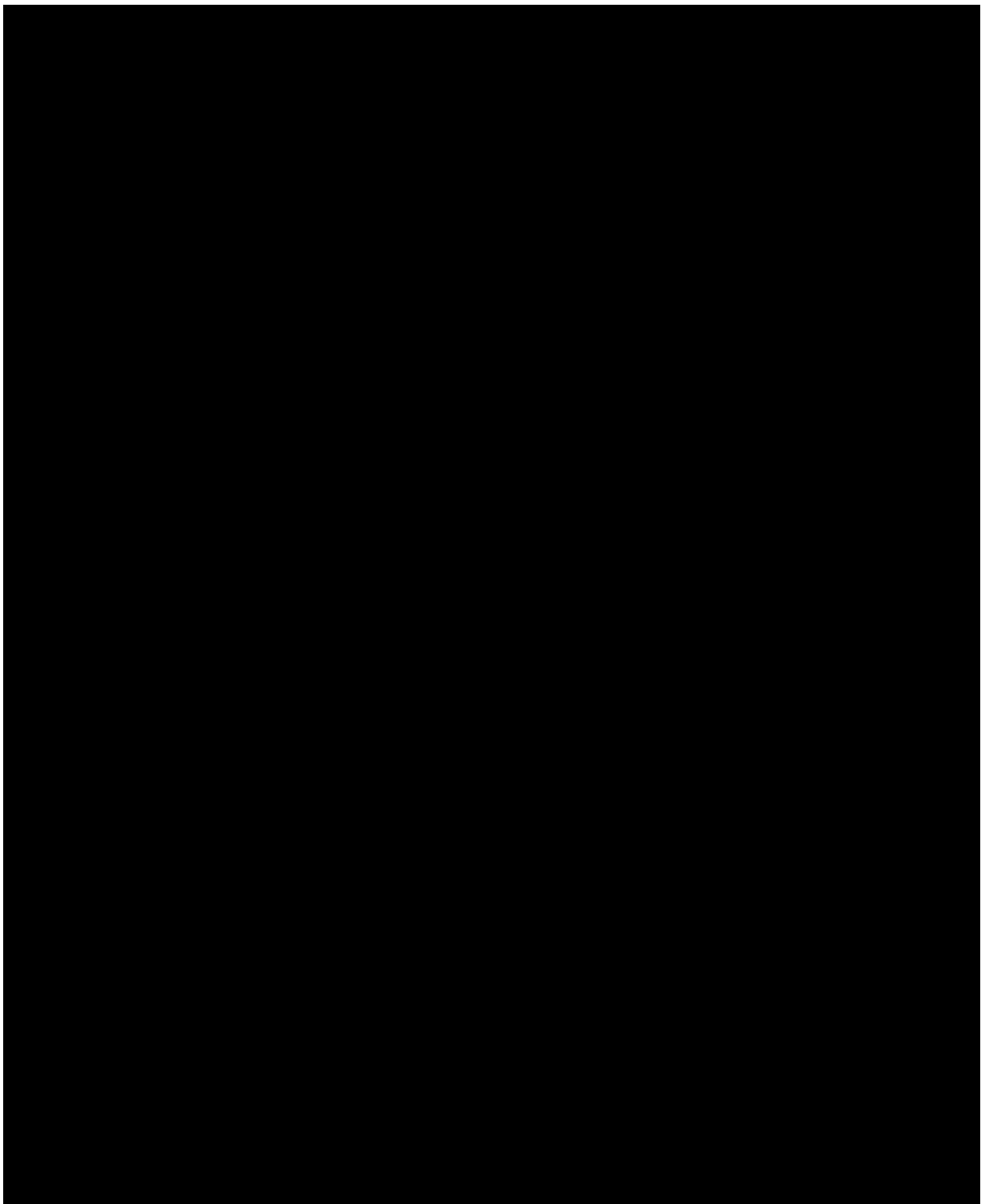
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## | Current Applicant | Compensation

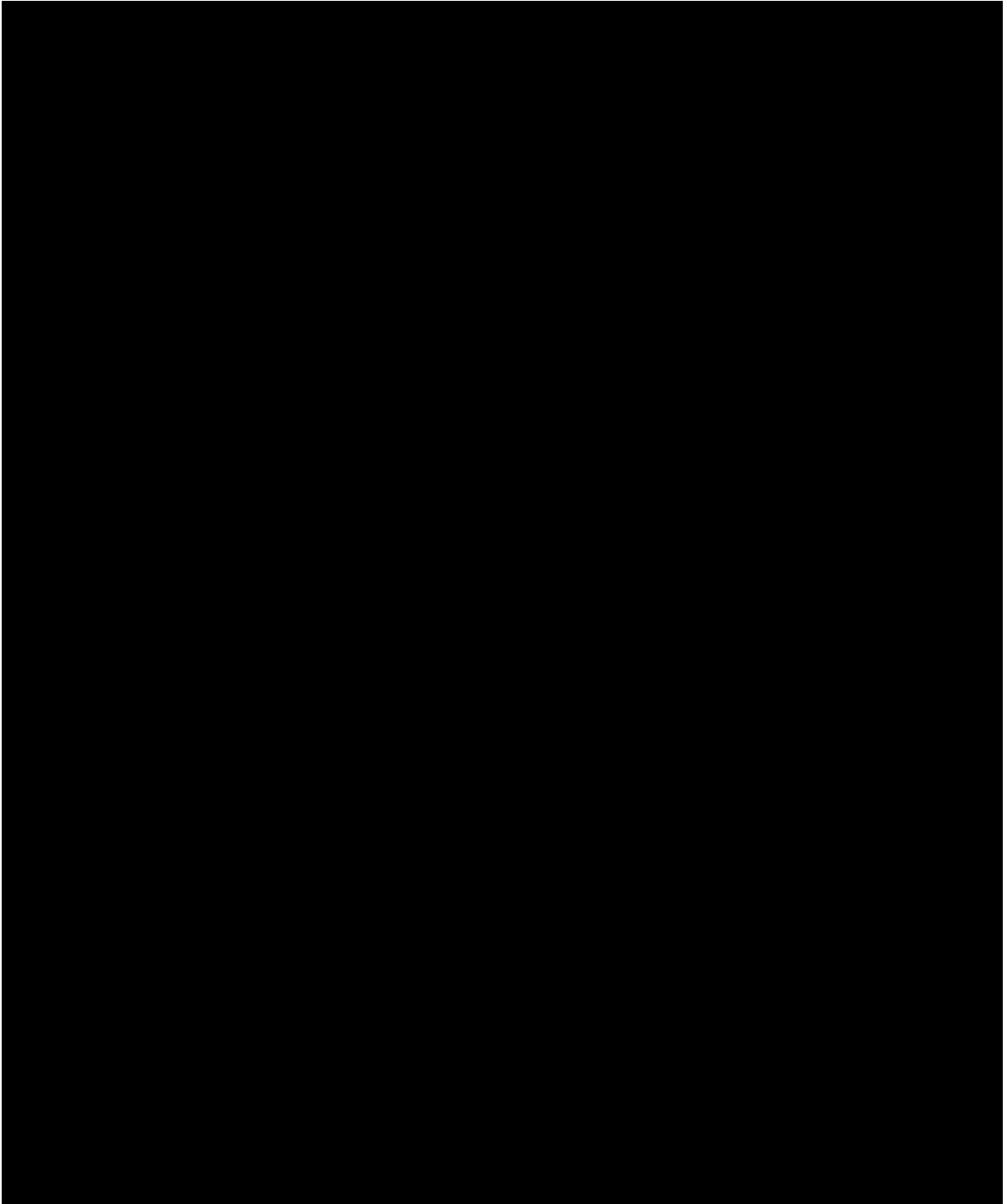
- What is their current base?
- Recent bonus payouts?
- Stock Options: at what price compared to current stock price, vested or unvested?
- Cash profit sharing? Recent payouts?
- 401K, any matching?
- Pension, retirement, or deferred cash profit sharing? Recent payouts?
- Do they have a sabbatical program?

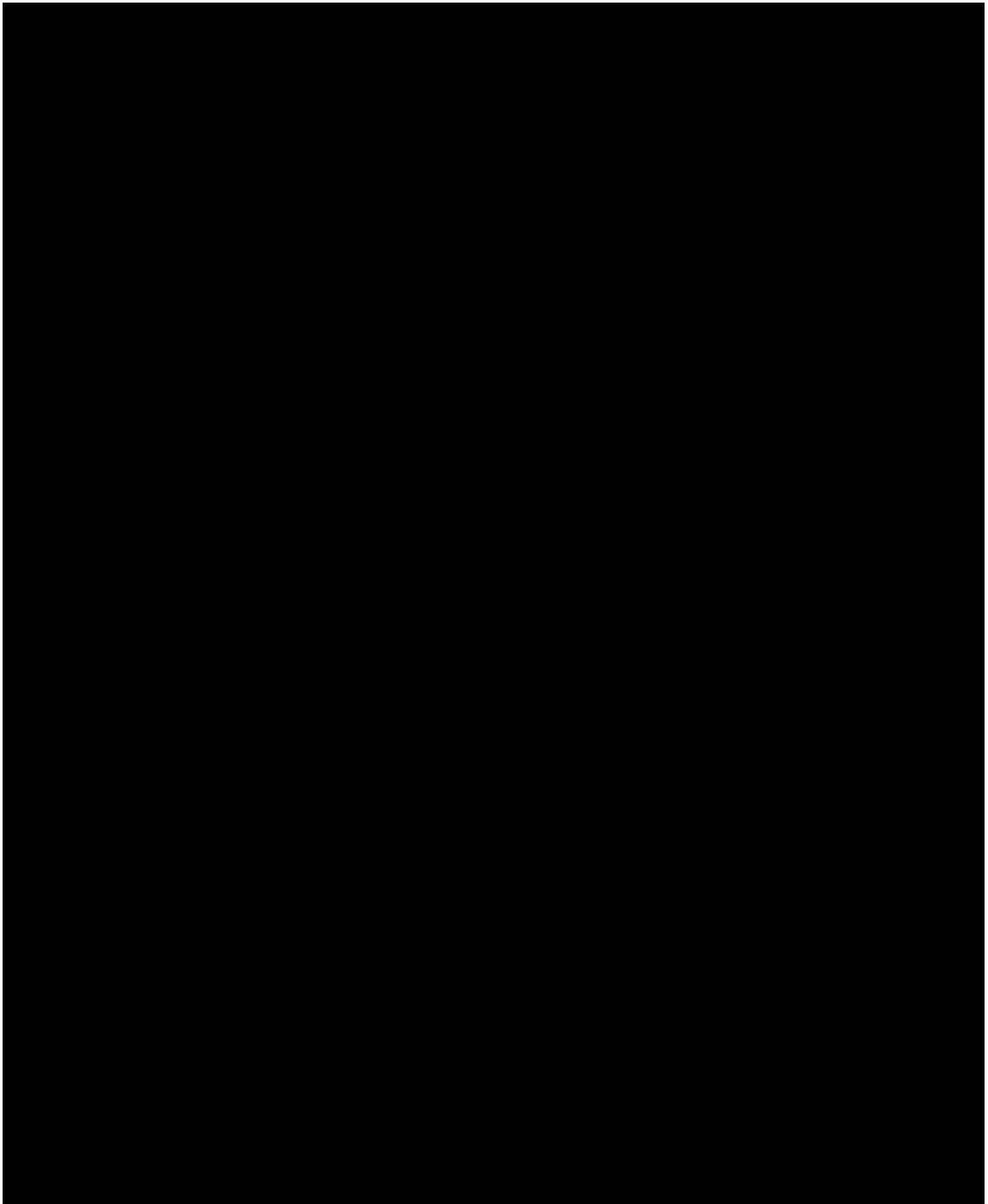
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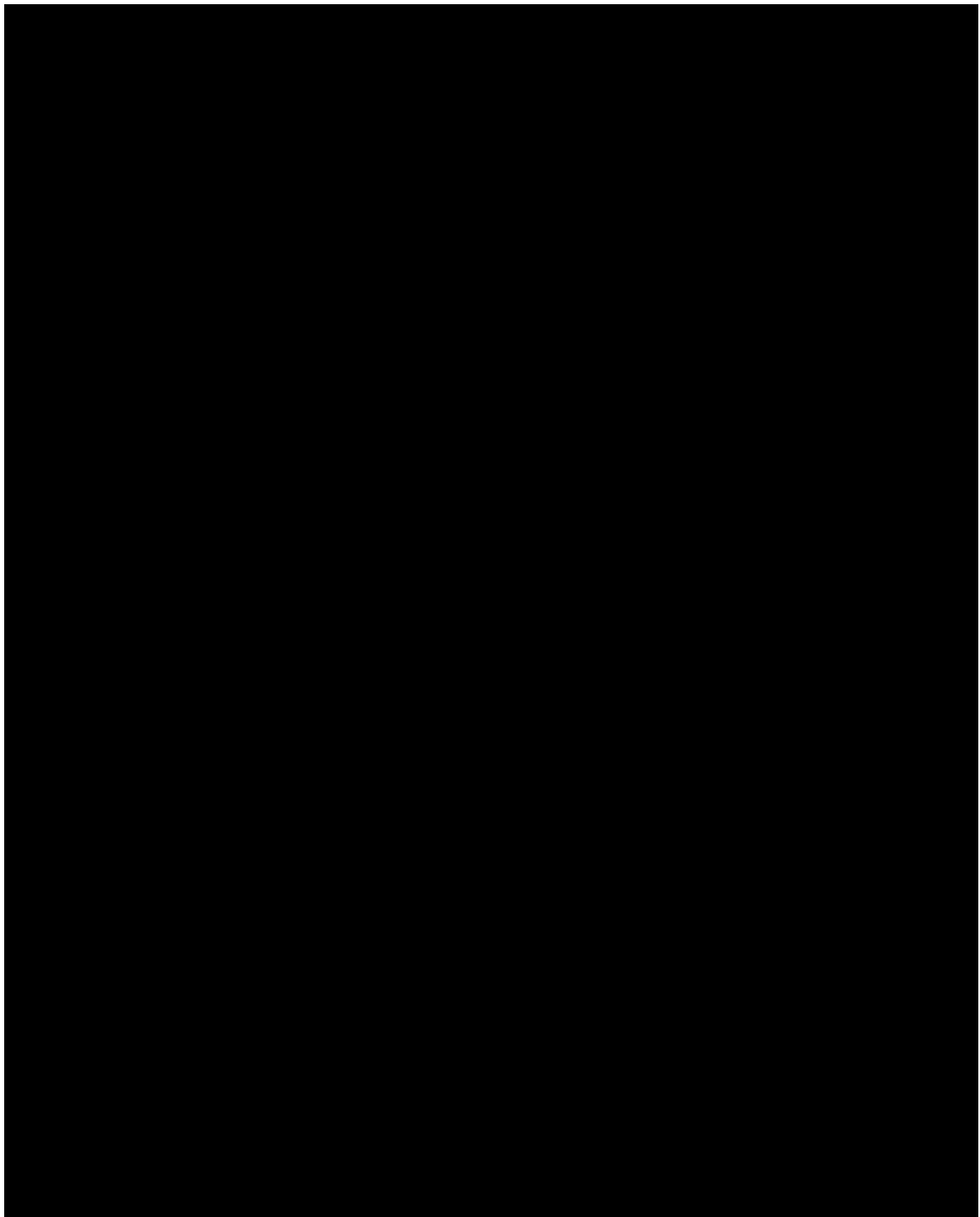


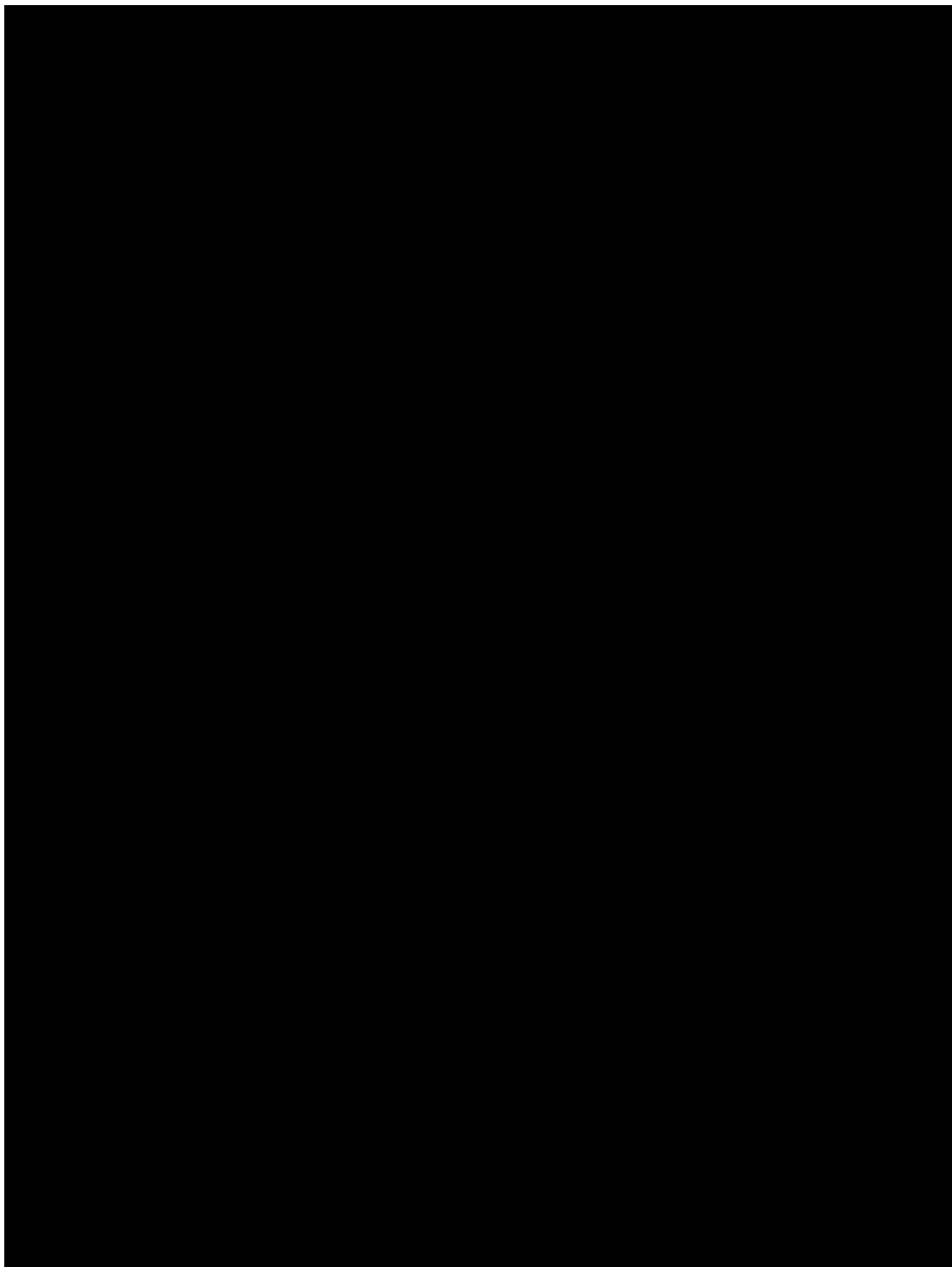
## | Current Applicant Comp |

- | ○ How much vacation? |
- | ○ How many paid holidays? |
- | ○ Stock purchase program with discount? |
- | ○ Current company reviewing timing vs. Intel review timing |
- | ○ Current training and career opportunities? |
- | ○ What would they lose in making a move to Intel? |

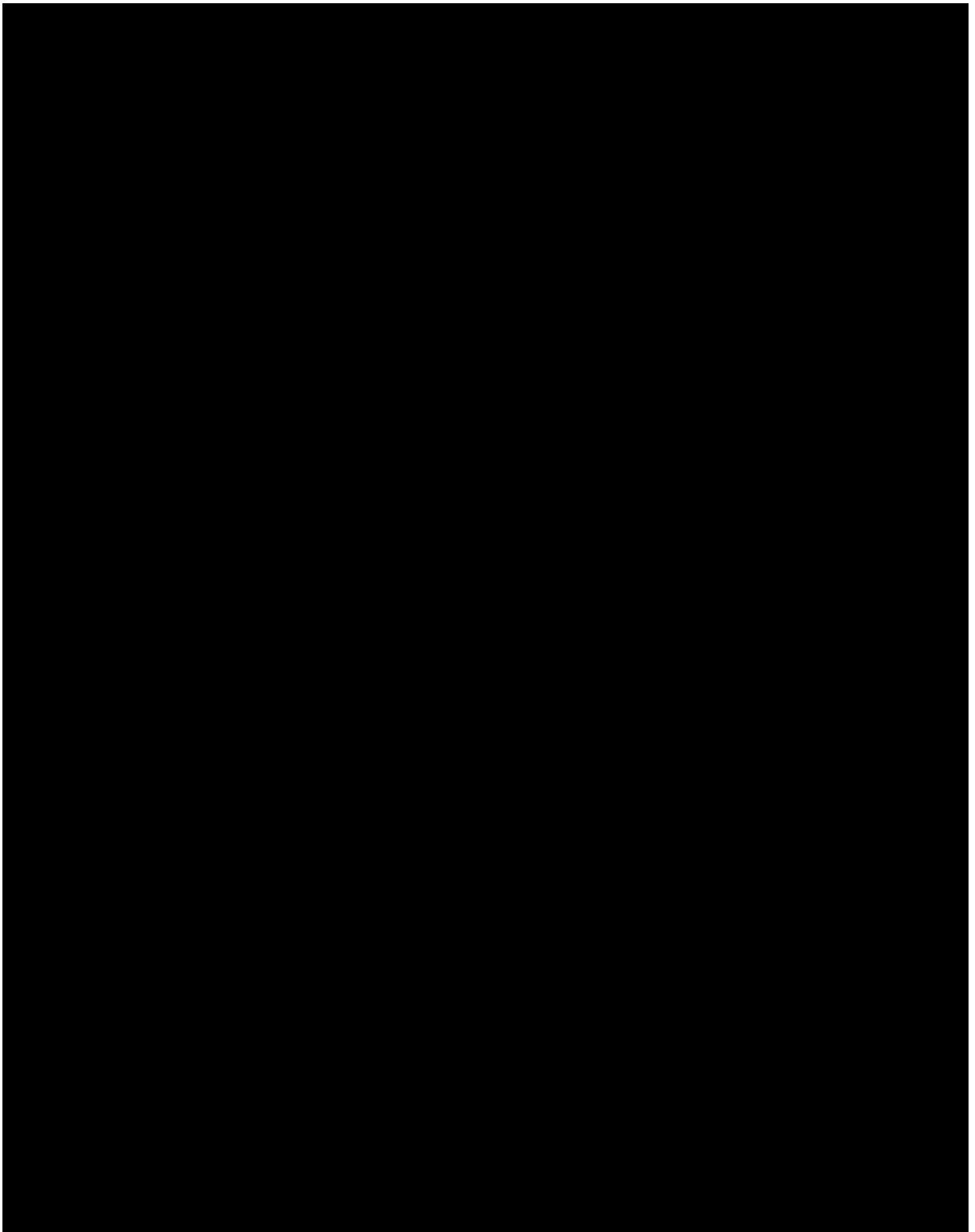












## ● ■ ■ | Other Things to Consider...

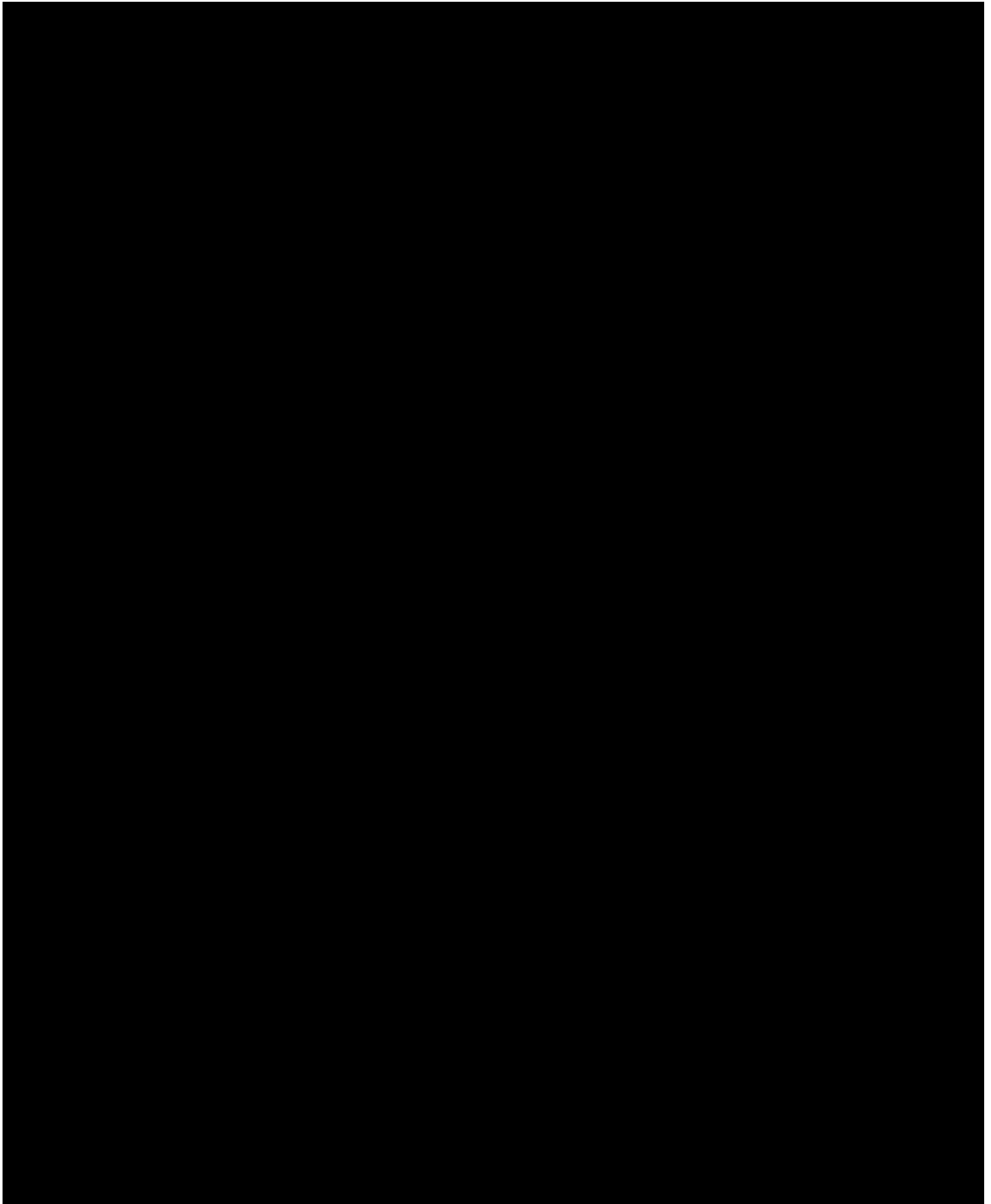
- Is this a critical position that we are trying to fill?
- Would you consider this a strategic hire?
- Are these critical skills to Intel's success?
  - Recognize that we may have to push internal equity for scarce talents and skills
- Difficult hiring due to compression may indicate an underlying problem in the work group leveling or the manager's expectations.

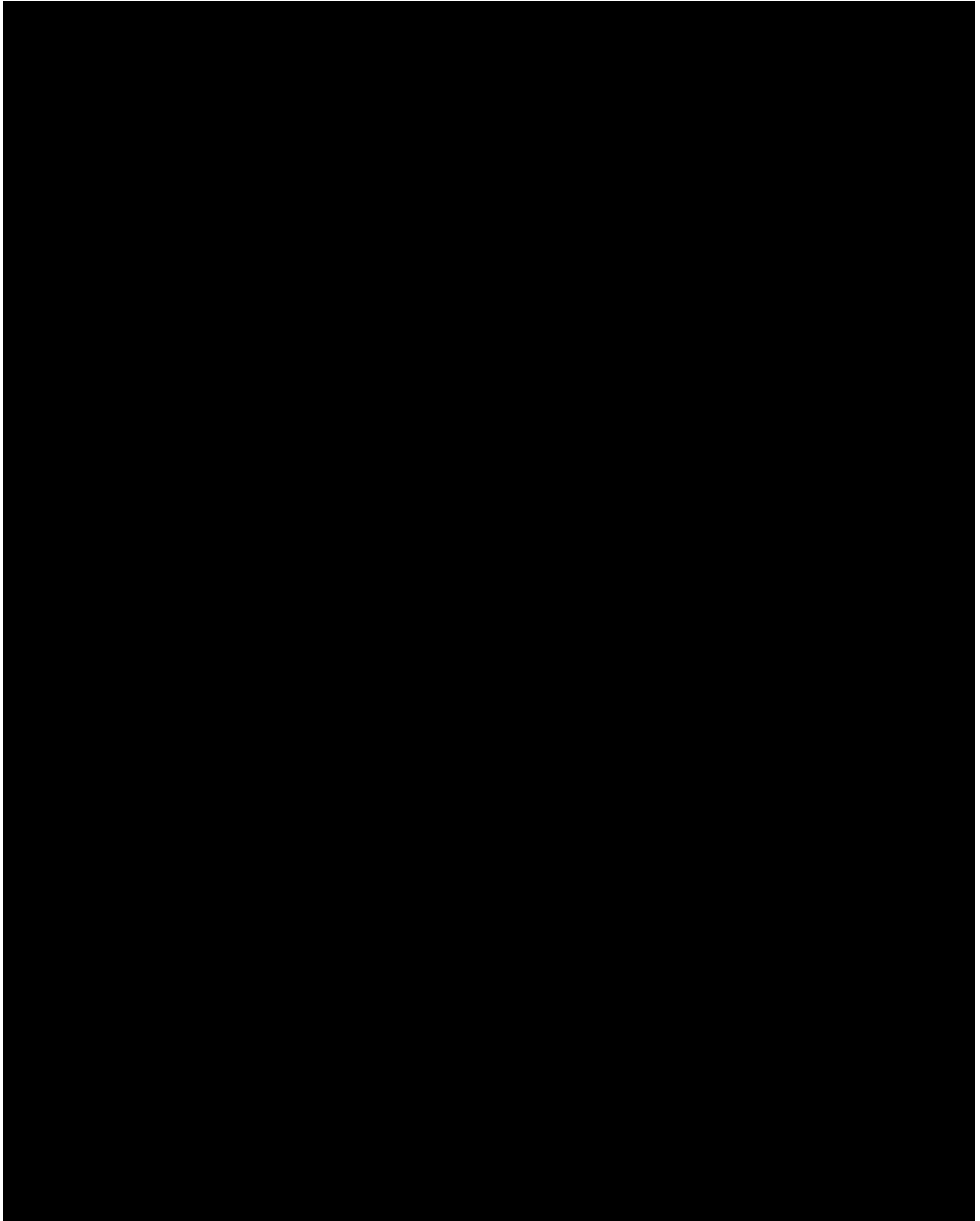
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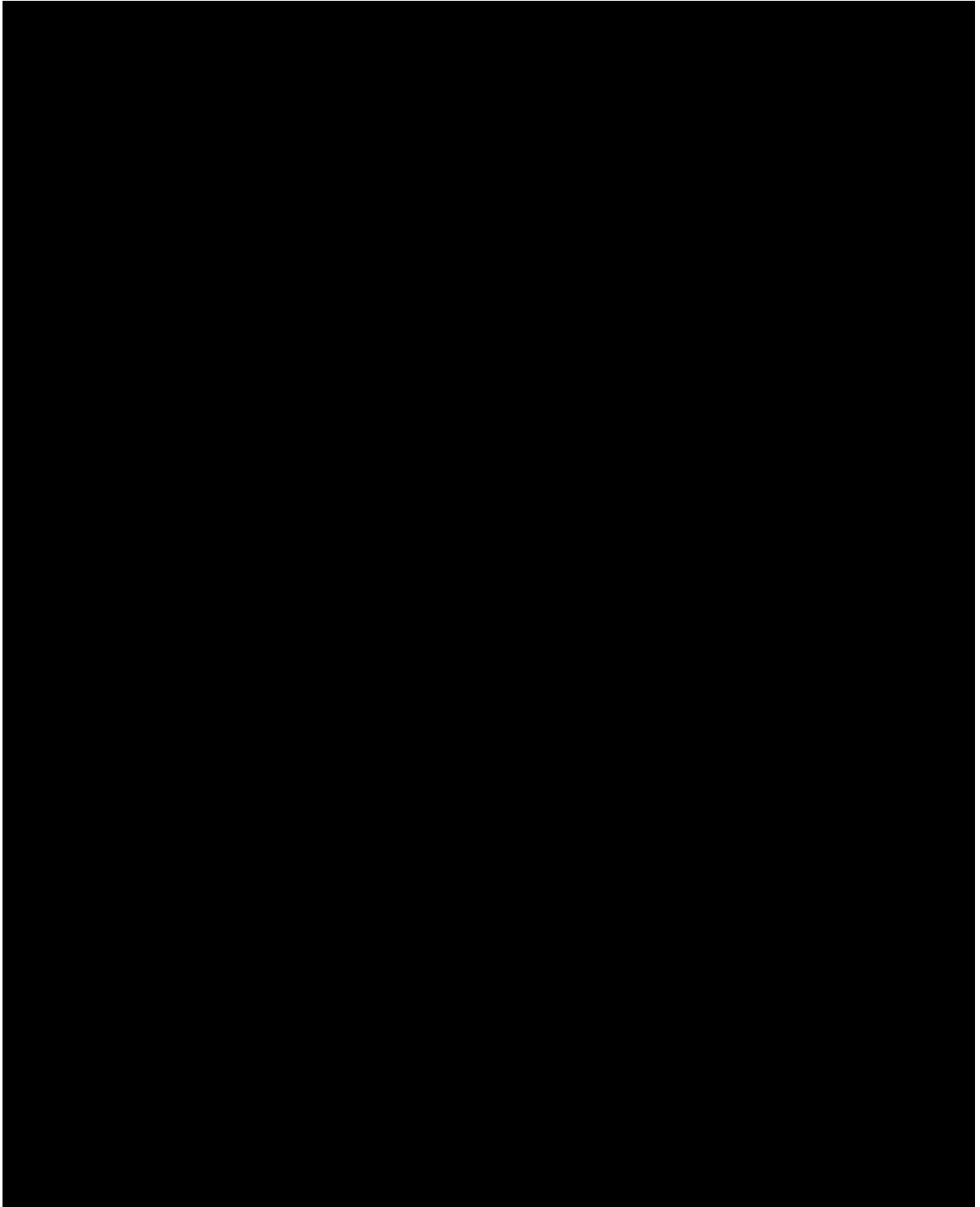
## ● ■ ■ | Offer Hints

- Internal equity: pay hiring bonuses rather than inflate pay
- Critical skills to Intel's success: recognize that we might have to push internal equity for scarce talent and skills
- Although may pay more for critical skills, does not mean we will elevate non-critical skilled employees to match
- Difficulty in hiring due to internal equity resulting in below market offer may indicate an underlying problem in the work group leveling or the manager's expectations

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The Staffing Consultant is the expert in the hiring arena. In difficult decisions, the Staffing Consultant should solicit the support of the Staffing Manager.

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# Offer Delivery

Talking to the Candidate

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## Offer Delivery Philosophy Statement

Consistency in the hiring process will ensure a smoother transition of the candidate. The Staffing Consultant as the pivotal contact, as well as each person throughout the process, needs to understand what has gone on before and needs to communicate what happens next.

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